

**BOARD FINAL OFFER PACKAGE PROPOSAL**

**I. INSURANCE**

1. Modify the Board's contractual obligation for health insurance premium payment contributions (Section 13.2 – Board and Teacher Contributions) as follows:

**2011-2012** – Increase the Board percentage premium contributions as proposed by OBEA:

<b><u>PPO</u></b>	<b><u>Board %</u></b>	<b><u>Employee %</u></b>
Employee	85%	15%
Employee + Child	80%	20%
Employee + Spouse	75%	25%
Family	70%	30%

<b><u>HMO</u></b>	<b><u>Board %</u></b>	<b><u>Employee %</u></b>
Employee	90%	10%
Employee + Child	90%	10%
Employee + Spouse	90%	10%
Family	90%	10%

**2012-2013** – Retain current 50% - 50% cost sharing formula in current Collective Bargaining Agreement for any health insurance premium cost increases in excess of the total premium cost for 2011-2012.

**2013-2014** – Retain current 50% - 50% cost sharing formula for any health insurance premium cost increases in excess of the total premium cost for 2012-2013.

2. Modify Section 13.3 (Joint Insurance Committee) as follows:

**13.3 JOINT INSURANCE COMMITTEE**

Each year a committee comprised of equal numbers of Board members and OBEA members will meet to review insurance plan options, providers, premiums, and the performance of the consultant. The composition of the committee may vary by mutual agreement (See Appendix D - #5). The joint insurance committee will retain sole authority to make decisions concerning group insurance plan options, providers, premiums, and the insurance benefit consultant as provided under Section 13.3. If the total annual health insurance premium cost for any contract year exceeds a maximum ten percent (10%) increase, the Joint Insurance Committee will immediately meet to review health benefits plan options (including any alternative health benefits plan or changes to current health plan benefits such as co-pays, deductibles, or other plan design components) for reducing the annual premium cost increase. After meeting to review health benefits alternatives, the Joint Insurance Committee must submit a recommendation to the Board which includes an option to reduce the annual health insurance premium cost increase.

3. Revise Section 13.4 (Premium Savings Distribution) as follows:

#### **13.4 PREMIUM SAVINGS DISTRIBUTION**

If the health insurance premium cost for coverage set forth in Section 13.2 declines from the previous contract year's premium cost, any premium cost savings will be shared on an equal 50% - 50% basis between the Board and teachers electing health coverage. The 50% share of any annual premium cost savings for teachers will be distributed equally to all teachers participating in the District's group health insurance plan. This provision shall be effective beginning the 2011-2012 contract year.

4. Board will accept OBEA proposal to delete Section 13.14 (Dual Coverage) for new teacher hires effective the 2011-2012 school year with "grandfather" provisions for District teachers currently married to each other, provided the OBEA accepts the Board counterproposal to modify Section 11.4 (Credit for Experience) as follows:

#### **11.4 CREDIT FOR EXPERIENCE**

Teacher experience credit for initial salary schedule placement based upon prior teaching service outside District 53 shall be granted at full credit on the step schedule for each year of service to a maximum of three (3) years. If the teacher has more than three (3) years of prior teaching experience outside District 53, additional salary schedule credit may be allowed with the Superintendent's approval.

## **II. COMPENSATION**

1. Eliminate the current CPI formula (Appendix A - #1) to determine annual increases in teachers' base salaries. Board proposes a three (3) year contract as follows:

**2011-2012:** Step only increase (2.3%) implemented at beginning of school year for all teachers eligible for vertical step movement, plus .20% shifted from TRS retirement contribution (11.9) to base salary. Off-schedule (non-cumulative) fixed dollar longevity payment of \$500 to all teachers on Step 20 during the previous school year who are ineligible for any vertical step increase.

**2012-2013:** Step (2.3%), plus .50% base increase, plus .20% shifted from TRS retirement contribution (11.9) to base salary. Off-schedule (non-cumulative) fixed dollar longevity payment of \$500 for all teachers on MA 60, Step 20 during the previous school year who are ineligible for any vertical step increase. This off-schedule longevity payment is in addition to the .50% base increase.

**2013-2014:** Step (2.3%), plus 1.0% base increase, plus .20% shifted from TRS retirement contribution (11.9) to base salary. Off-schedule (non-cumulative) fixed dollar longevity payment of \$1,000 for all teachers on MA 60, Step 20 during the previous school year who are ineligible for any vertical step increase. This off-schedule longevity payment is in addition to the 1.0% base increase.

2. Modify 11.4 (Credit for Experience) in exchange for Board acceptance of OBEA proposal on Section 13.14 (Dual Coverage). (See Board proposal on I.4. above.)

### **III. RETIREMENT**

Board submits retirement counterproposal as follows:

#### **10.1 NOTIFICATION & LIMITATIONS**

**10.1.4** Teachers whose retirement results in an ERO penalty to the District are not eligible for any retirement incentives/benefits provided in this Article (Retirement).

#### **10.2 BENEFITS – Option 1 – TEACHERS ELECTING 6% INCREASES OVER FOUR YEARS**

**10.2.1** The teacher may elect to receive a 6% increase from the prior year on his/her base salary (excluding extra duty, co-curricular stipends, etc.) over each of the last four years of employment provided the teacher:

- ✓ Gives notice prior to March 1<sup>st</sup> of the fifth year of employment prior to retirement (four year notice),
- ✓ Will have been employed in the District at least 15 years prior to retirement,
- ✓ Is not discharged for cause prior to his/her retirement date.

Upon Board approval, the teacher will be removed from the teachers' salary schedule and receive the annual salary increases set forth above.

**10.2.2** In recognition of the teacher's years of service in the District, he or she will receive a post-retirement recognition of service award of \$250 per year for every year of service in the District. The service recognition award will be payable within 60 days after July 1<sup>st</sup> of the last year of the teacher's employment.

#### **10.4 INSURANCE**

All eligible retirees will receive five (5) years of single health insurance on the TRS insurance plan up to a maximum Board contribution of \$5,000 annually.

#### **NOTE: PRIOR TENTATIVE AGREEMENTS**

The Board incorporates into this final offer all prior tentative agreements initialed by the Board and OBEA Negotiation Teams on March 22, May 26, and November 7, 2011. Copies of the prior tentative agreements are attached for reference.

*Approved*  
*3/22/11*

**Tentative Agreements**  
between the  
**Butler Board of Education Team**  
and the  
**Oak Brook Education Association Team**

*As of March 15, 2011*

## **NON-ECONOMIC LANGUAGE ISSUES**

4.5 **PARENT/TEACHER CONCERNS**

Approved revision:

When a Board of education member, administrator, or teacher is contacted about the performance of a teacher, he/she must refer the complainant directly to the teacher. The teacher must be informed of the source of the complaint. If attempts to resolve an issue with a teacher fail, the parent may contact an administrator. When inappropriate or unprofessional conduct (student sexual harassment/other) is the subject of the complaint, the above process shall not apply. In these cases, the teacher must be notified of the complaint and allowed the right to respond to the facts alleged in the complaint.

Approved March 3, 2011

4.7 **ADDITIONAL EMPLOYMENT BEYOND THE INDIVIDUAL TEACHER'S CONTRACT**

Approved revision:

No teacher shall be compelled to accept additional, paid extra-duty assignments, beyond the students' regular attendance time.

Approved March 1, 2011

The understanding of 4.7 is that a teacher cannot be compelled to take on additional paid responsibilities beyond that of their regular teaching assignment.

7.3 **PERSONAL LEAVE**

Approved addition to the absence form:

"I acknowledge that the requested absence is in accordance with Section 7.3 of the PNA," followed by a blank line for initialing.

Approved March 1, 2011

14.5 **STRUCTURED SUPPORTS FOR STUDENTS WITH SPECIAL NEEDS**

Approved deletion on February 15, 2011

16.2 **POLICY**

Approved deletion on February 24, 2011

*TA J. L. Brown*

# ECONOMIC ISSUES

## ARTICLE X: RETIREMENT

### 10.2 BENEFITS—Option 1—Teachers Electing 6% INCREASES OVER FOUR YEARS

Agreed to suspend 10.2.1 of Option 1 of the retirement provisions for the life of the new contract

The understanding of this agreement to suspend 10.2.1 is that 10.2.1 will remain in the contract, but will not be applied during the length of the contract signed at the conclusion of negotiations. The exact length of the suspension will be included at the end of 10.2.1.

### 10.1.4 NOTIFICATIONS AND LIMITATIONS (New)

Faculty members with an ERO penalty are not eligible for any retirement incentives/benefits. (Formerly listed as 10.1.5)

Agreement March 8, 2011

### 10.4 INSURANCE

Modify section 10.4 to read that retirees will receive five years of single health insurance on the TRS plan up to a maximum board contribution of \$5,000 annually.

Agreement March 8, 2011

Tentative agreement on March 8, 2011

Retirement portion of bargaining is now closed.

## EDUCATIONAL IMPROVEMENT

### 9.5.4 Recognition of National Board Certification (NBC)

NBC is voluntary program that would include full course reimbursement by the District after any state or federal contribution and a \$5000 recognition payment for earning the NBC. The payment will be paid out after NBC completion in two equal amounts over the subsequent two years. Any portion of the award that would create a TRS penalty would not be included in the award.

Agreement March 15, 2011

TA - J. L. Baer



EDUCATIONAL IMPROVEMENT

9.2.4

9B Course hours that are part of an approved master's degree program, graduate courses that could or will result in a new endorsement, certificate or degree, or coursework that at the sole discretion of the superintendent would benefit the district are eligible for tuition reimbursement and salary lane movement. (Teachers who have earned a master's degree need not be enrolled in a subsequent degree program.)

~~Course hours taken by teachers without an MA which are not part of a master's degree program, are eligible for tuition reimbursement if directly related to the teacher's professional growth plan, but these hours are not applicable to salary lane change.~~ Except as otherwise approved by the Superintendent, up to six (6) credits per year of Internet and/or video courses from an accredited institution shall be approved, provided that the course is eligible for acceptance by the institution for an advanced degree program.

Proposed by BOE on March 15, 2011, revised March 22, 2011p

Approved - T A

John Baan  
3-22-11

## Appendix C - #1

### Extramural Sports Stipends 2006 - 2011

<u>Sport</u>	<u>Stipend</u>	
Cross County: Boys	<del>2160</del>	2270
Cross County: Girls	<del>2160</del>	2270
Volleyball: Varsity	<del>2160</del>	2270
Volleyball: J.V.	<del>2160</del>	2270
Basketball: J.V. Boys	<del>2160</del>	2270
Basketball: J.V. Girls	<del>2160</del>	2270
<del>Spirit Squad: J.V.</del>	<del>2160</del>	
Basketball: V. Boys	<del>3240</del>	3400
Basketball: V. Girls	<del>3240</del>	3400
Wrestling	3240	3400
*Assistant Wrestling		1500
Spirit Squad	<del>3240</del>	3400
Soccer: Boys	<del>2160</del>	2270
Soccer: Girls	<del>2160</del>	2270
Swimming	<del>30/hr</del>	32/hr
Track	<del>30/hr</del>	32/hr
Score Keeper	<del>22.00</del>	23.00
Time Keeper	<del>22.00</del>	23.00
Crowd Supervision	<del>21.00</del>	22.00

- If one person coaches team positions concurrently, the salary will be 100% of one position and 50% of the other.
- New coaches will be paid at 80% for the first four years the position is held unless prior experience is granted by the Superintendent.
- The Superintendent will notify the OBEA President regarding the recommended compensation rate for new extra-duty positions approved by the Board. The Board will negotiate the compensation rate for the extra-duty position upon request of the OBEA.

\*Dependent on participation level/need.

TA - John Baan VP OBEA 5/26/11  
Alan E. Hargrett 5/26/11

## Appendix C - #2

### Extra Duty Positions Stipends 2006 – 2011

<u>Activity</u>	<u>Stipend</u>
<b>Clubs</b>	<del>1080</del> /year (\$36/meeting)
(Stipend/semester)	<del>1140</del> /year (\$38/meeting)
<b>Yearbook</b>	<del>1800</del> 1890
<b>Student Council Brook Forest</b>	<del>1620</del> 1700
<b>Student Government Butler</b>	
<b>Student Council</b>	1700
<b>Student Service Board</b>	1700
<b>Choir</b>	
Butler	<del>2160</del> 2270
Brook Forest	<del>2160</del> 2270
<b>Band</b>	
Director	<del>2160</del> 2270
<b>Musicals</b>	
<b>K – 3</b>	
Director	<del>1080</del> 1140
Artistic Director	<del>540</del> 570
<b>4 – 5</b>	
Director	<del>2160</del> 2270
Artistic Director	<del>1080</del> 1140
Light/Sound Design	<del>540</del> 570
<b>6 – 8</b>	
Director	<del>2160</del> 2270
<b>Music Director</b>	1140
Artistic Director	<del>1080</del> 1140
Light Design	<del>540</del> 570
Sound Design	<del>540</del> 570
<b>Play</b>	
<b>6 – 8</b>	
Director	<del>2100</del> 2200
Artistic Director	<del>1080</del> 1140
Light Design	<del>540</del> 570
Sound Design	<del>540</del> 570
<b>Supervision</b>	<del>21.00</del> 22.00
<b>Variety Show</b>	<del>270</del> 290

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The Superintendent will notify the OBEA President regarding the recommended compensation rate for new extra-duty positions approved by the Board. The Board will negotiate the compensation rate for the extra-duty position upon request of the OBEA.



### Appendix C - #3

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#### Notes and Conditions Affecting Extra Duty

- Clubs must meet a minimum of thirty (30) times a year (usually 10 meetings per trimester) and include eight (8) or more regular members.
  - Choir will meet at least three (3) times per week.
  - There will be an Extra-Duty Committee (EDC) composed of Administration and OBEA representatives which will evaluate all clubs annually. Proposals for new clubs for the following school year must be made to the EDC by May 1.
  - Administration/Board of Education will determine annually which positions will be funded.
  - All compensation for activities directly related to a position are included within the position stipend.
  - All assignments of Extra Duty and Interscholastic Sport positions will be made and posted by May 1<sup>st</sup> of the preceding school year.
  - Supervision includes all supervisory positions such as Lunch, Bus, DT, AM Supervision, Computer Lab, Library, Crowd Supervision, and IMs. The stipend is 22/duty.
  - Student supervision requested by the administration beyond and contiguous to the normal workday. Acceptance of this duty is optional.
- |                                     |       |             |
|-------------------------------------|-------|-------------|
| 60-100 Cumulative Minutes/week..... | 22/hr | Deleted: 21 |
| 45-70 Minutes/day.....              | 22/hr | Deleted: 21 |
- Teacher supervision or representation of students during non-teaching times, other than extracurricular supervision and those times listed above. Acceptance of this duty is optional. Rate.. 32/hr.
  - In cases where sponsors share a single stipend, each sponsor will receive a proportional share of the stipend.
  - Extra duty will be paid three times a year, winter break, spring break and at the end of June.

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The Superintendent will notify the OBEA President regarding the recommended compensation rate for new extra-duty positions approved by the Board. The Board will negotiate the compensation rate for the extra-duty position upon request of the OBEA.

**TENTATIVE AGREEMENTS (8/10/11 SESSION)**

**NON-ECONOMIC LANGUAGE PROPOSAL**

**3.3 JUST CAUSE**

**TA – OBEA Counter 8/10/11**

Revise current language to read as follows:

Any written reprimands, suspension, or discharge of a teacher shall be for just cause, provided that just cause will not apply to non-tenured teachers subject to non-reemployment or dismissal upon completion of the school year as provided in Section 5/24-11 of The School Code.

**ECONOMIC PROPOSALS**

**1. Elimination of Salary Schedule Lanes**

**TA – Board Withdrawal 8/10/11**

Delete the doctoral ("DOC") lane on the salary schedule. The Board believes that the MA+60 lane is sufficient financial incentive for teachers who seek to earn additional salary schedule credits by taking post-MA graduate coursework.

**2. Committee Work**

**TA – OBEA Counter 8/10/11**

The Board recognizes that many teachers spend significant after-school hours participating on District committees, and that there is a mutual interest in reducing the number of committees and the size of committees to streamline committees and enhance the effectiveness and efficiency of each committee. The Board proposes that the Board and OBEA appoint a joint working group with representation from the Board/Administration (Superintendent, Principals, and two Board members) and the OBEA (four representatives appointed by OBEA) to review the current committee system, including a review and analysis of the number of committees, the scope of teacher participation on committees, the amount of hours spent by committee members on each committee, and the role and purpose for each committee. The objectives of the joint working group shall be to develop recommendations which include the following mutual interests: 1) reduce the number of District committees, 2) identify the number of members assigned to each committee, 3) determine expectations for teacher service on committees (i.e., number of committees assigned, estimated hours required for participation on each committee), 4) plan committee work to be fit into the Wednesday schedule, with exceptions by mutual agreement of the participants of a particular committee (excluding committees such as Policy, DLT, BLT, and Buildings and Grounds), and 5) identify methods to enhance the efficiency of committee meetings and committee work, and to provide meeting facilitation training to enhance committee

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meeting effectiveness. The working group will submit a final written report with recommendations to the Board by May 1, 2012 for implementation effective beginning the 2012-2013 school year.

3. **Professional Development**

**TA – Board Proposal 8/10/11**

The Board recognizes the importance and value of professional development activities (including workshops, conferences, and in-service training programs) for District teachers, and will continue to ensure that there are sufficient professional growth and development opportunities for teachers. The Board rejects the OBEA proposal that teachers receive additional hourly rate compensation for attending professional development conferences, workshops, or other activities which are scheduled after the teacher work day.

4. **Compensation**

**TA – Board Proposal 8/10/11**

Modify Section 11.9 (TRS Contribution) to delete the Board's .20% TRS contribution, and add the .20% payment to the teacher salary schedule, which will increase each teacher's base salary by .20%.

**TA – Board Proposal 8/10/11**

Modify Section 11.1.2 to provide that A) all teachers will be paid by direct deposit, and B) all payrolls will be on the 15<sup>th</sup> and 30<sup>th</sup> of each month (unless a weekend or Monday) and will consist of 20 or 24 pay periods.

**TA – Board Proposal 8/10/11**

Delete Appendix B, #4 Sunset Schedule. The one teacher currently on this Sunset Schedule will receive the same annual percentage or fixed dollar salary increase as those teachers on Step 20, MA 60.

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